



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: October 4, 2012

Board Meeting Date: November 6, 2012

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director

Subject: Amendment to the Memorandum of Understanding with the American Federation of State, County and Municipal Employees (AFSCME)

RECOMMENDATION:

Adopt a Resolution authorizing an amendment to the Memorandum of Understanding with the American Federation of State, County and Municipal Employees, to extend the terms and conditions of the existing Memorandum of Understanding through October 11, 2014

BACKGROUND:

The current MOU expired on October 13, 2012. The County and AFSCME have met and conferred in good faith and the membership has ratified the County's offer. All terms and conditions currently in effect will be extended an additional two years through October 11, 2014.

DISCUSSION:

The recommended extension of the MOU with AFSCME covers a two-year period, from October 14, 2012 through October 11, 2014. The extension shall be to all terms including a continuation of the annual \$200 Flexible Spending Account (FSA).

County Counsel has reviewed and approved the Resolution as to form. Approval of the resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

FISCAL IMPACT:

The two-year extension of the Flexible Spending Account will cost approximately \$680,000. There is no other new cost associated with this extension. With the approval of the extension, the County will continue to be obligated to make certain expenditures in areas such as employee benefits, salary step increases and retirement contributions.